

# CALIFORNIA DIVISION OF APPRENTICESHIP STANDARDS

Review, Approval & Monitoring  
of  
DAS-Registered Apprenticeship Programs

# Background:

- ▣ DAS established in Statute – 1939 (74 years continuous operation)
- ▣ California Apprenticeship Council (CAC) 17 member Policy-making body. 14 Governor-appointed members: 6 labor, 6 management, 2 public, plus 1 representative each CCCC & CDE, & Director DIR/Administrator of Apprenticeship
- ▣ Mission – The Division of Apprenticeship Standards (DAS) creates opportunities for Californians to gain employable lifetime skills and provides employers with a highly skilled and experienced workforce while strengthening California's economy.
- ▣ DAS --Approves, maintains, monitors, audits, certifies all programs; Issues nationally-recognized “certificates of completion” to apprentice graduates
- ▣ Currently -- 54,000 apprentices; 1045 approved programs in 601 occupations

# Apprenticeship Standards

- ▣ “Apprenticeship Standards” include all required elements of each approved apprenticeship program:
  - ▣ Applicant Selection Procedures – Equal Opportunity
  - ▣ “Work Processes” (Minimum 2000 hrs.) – OJT
  - ▣ “Related Classroom Instruction” (Minimum 144 hrs. yr.) – LEA provider/letter
  - ▣ Apprentice complaint & appeal process
  - ▣ Graduated wage schedule; regular increases as skills/education increase
  - ▣ Rules & Regs. for Program Operation; Regular meetings; Evaluate & advance apprentices; Disciplinary procedures; advice/consultation from local DAS Consultant; annual self-evaluation; periodic audits

# Performance Criteria

- ▣ L.C. Section 3073.1 Audits & Reports:
- ▣ Governs procedures for conducting an apprenticeship program audit
- ▣ **Subsection (d)**: Requires audit of all new or expanded apprenticeship programs after 1 yr.
- ▣ **Subsection (g)**: Triggers an audit when a building trades program has graduation rate less than 50% of average completion rate for that trade.

# Suggested Performance Criteria for State-Registered Apprenticeship Programs

- ▣ “State-registered apprenticeship programs, which have had at least two (2) graduating classes, which have had an annual apprentice completion rate of at least 50% of the average completion rate, for two (2) consecutive years for the applicable trade or occupation, as verified by the State Division of Apprenticeship Standards (DAS).”

# DAS-Registered Programs Completion Rates

Industry	File #	2007	2008	2009	2010	2011
<b>Roofers Committees</b>		<b>18.70%</b>	<b>19.12%</b>	<b>20.18%</b>	<b>18.45%</b>	<b>17.07%</b>
West Bay Counties Roofers And Waterproofers J.A.T.C.	00109	8.20%	7.50%	14.47%	18.64%	12.73%
Southern California Roofers Waterproofers J.A.C.	00177	71.30%	65.32%	45.06%	32.77%	24.50%
East Bay And North Bay Counties Roofers/Waterproofers J.A.T.C.	02898	7.55%	7.32%	9.45%	17.78%	23.33%
San Diego & Imperial Counties Roofers & Waterproofers, JAC	07293	30.00%	33.33%	5.88%	22.22%	0.00%
Central Valley Roofers, Waterproofers & Allied Workers J.A.T.C.	07294	5.77%	1.96%	2.35%	0.00%	2.78%
Valley Roofers & Waterproofers J.A.T.C.	09028	5.41%	2.38%	16.42%	47.06%	26.32%
Santa Clara Valley Area Roofers J.A.T.C.	09069	25.88%	13.85%	16.48%	3.64%	2.13%
Roy O. Huffman Roof Company	10646	100.00%	-	-	-	0.00%
Independent Roofing Contractors Of California, U.A.C.	19704	15.18%	38.89%	29.79%	24.36%	26.67%

# DAS-Registered Programs Completion Rates

Industry	File #	2007	2008	2009	2010	2011
Asbestos Workers Committees		83.87%	70.21%	65.57%	60.00%	53.75%
Southern California Heat & Frost Insulators & Allied Workers J.A.C.	09449	95.24%	76.67%	81.25%	69.44%	69.77%
Northern California Heat & Frost Insulators And Allied Workers J.A.C.	16427	60.00%	58.82%	48.28%	51.28%	35.14%